THE Maple Leaf

LA Feuille d'érable

February 2016, Volume 19, Number 2

Keeping the Defence Team informed

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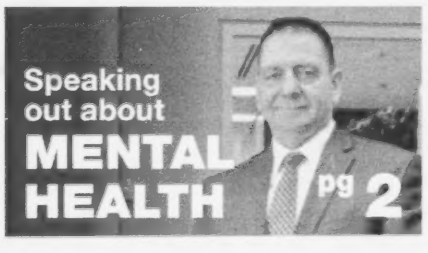

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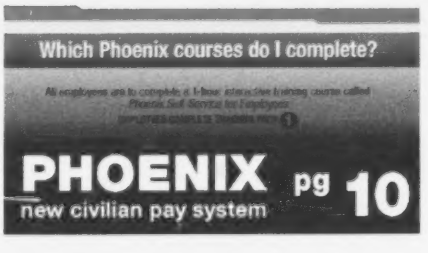

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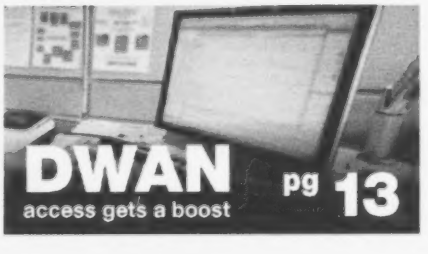

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National Defence / Défense nationale

Canada

A senior leader SPEAKS OUT about MENTAL HEALTH

Senior Defence Team leader Gilles Moreau's inspirational story of battling and successfully treating mental illness breathes life into this year's Bell Let's Talk campaign.

A new member at Defence, Mr. Moreau started in his role as Director General of Workplace Management at Assistant Deputy Minister (Human Resources - Civilian) in January after serving as a Royal Canadian Mounted Police (RCMP) officer for over 36 years.

"It was a dark and difficult time in my life. My marriage was on the rocks. I was separated from my children and I didn't get the promotion I was expecting. Everything seemed to be going wrong all at once. I felt depressed. I contemplated suicide."

The Bell Let's Talk Campaign is so important because it helps us start the discussion and break down the stigma around mental health.

In the early stages of his career as an RCMP officer, Mr. Moreau suffered in silence for weeks before the issue was identified by a co-worker.

"A colleague and I were talking about a retired RCMP officer who had committed suicide. I made an off-the-cuff comment about how life can be really hard and how suicide is a viable option for some people."

Upon hearing this, Mr. Moreau's co-worker quickly realized that something was wrong. She brought the issue up with his supervisor, who took him aside soon after to talk.

"She may have saved my life," says Mr. Moreau. "I am so thankful that she didn't stay silent, that she addressed it with my supervisor so quickly."

Mr. Moreau received the help he needed through the RCMP employee wellness program, mental health professionals and his peers. He continues to prioritize mental health in his life.

"Most of us take the time to visit our family doctor every year to get a physical check-up. We bring our cars to the mechanic regularly to ensure they are safe and well-maintained. But many of us don't take the time to make sure our mental health is in check. The resources are there for us. We just need the courage to use them."

At some point in their life, one in five Canadians will experience some form of mental illness. Despite this prevalence, stereotypes and stigma endure.

"My goal is to create a safe, respectful, fun and productive environment where people can be open about who they are and talk about their problems openly. The Bell Let's Talk Campaign is so important because it helps us start the discussion and break down the stigma around mental health. We need to do everything we can to continue the conversation after January 27."

For information on resources available to Defence Team members, visit **intranet.mil.ca/en/res/health-services/** ◆

PHOTO: Lara Caughy

Gilles Moreau, DG Workplace Management at ADM(HR-Civ) suffered in silence for weeks before a co-worker helped him battle his mental illness successfully.

BELL LET'S TALK STATS

- Bell Let's Talk launched in September 2010 as a five-year, $50 million program to help create a stigma-free Canada and drive action in mental health care, research and the workplace.
- With Clara Hughes leading the national conversation, Canadians have sent almost half-a-billion messages of hope and support on Bell Let's Talk Days over the last five years.
- Bell Let's Talk has funded more than 600 partner organizations leading the mental health movement in every region of Canada.
- 81 per cent of Canadians say they are more aware of mental health issues than five years ago.
- 70 per cent believe attitudes have improved.
- 57 per cent believe stigma has been reduced.

Report from the Canadian Chronic Disease Surveillance System: Mental Illness in Canada, 2015

Facts about Mental Illness:

- Approximately five million Canadians (or about one in seven people) use health services for a mental illness annually.
- Canadian adults, particularly the elderly, are more likely than children and adolescents to use health services for a mental illness.
- Women are more likely than men to use health services for a mental illness, especially those between the ages of 25 to 39 years.
- According to the World Health Organization, more working days are lost as a result of mental disorders than physical conditions.
- Most mental illnesses can be treated so that people can maintain day-to-day functioning and experience full, meaningful lives.

DEFENCE TEAM PARTICIPATION

The Canadian Armed Forces held multiple mental health awareness events across Canada in support of the Bell Let's Talk campaign to reduce the stigma surrounding mental illness.

A panel discussion on mental health was held at CFB Petawawa. Members of the panel included Bell Let's Talk Ambassador and Great Big Sea founding member, Séan McCann, CAF mental health professionals, and CAF members who shared their valuable experiences with dealing with mental illness - both personally and as unit leaders.

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COVER:

The embarked CH-124 Sea King helicopter from HMCS *Fredericton* sits on the flight deck during a heavy sea state during Op REASSURANCE on January 23.

PHOTO: Cpl Anthony Chand

LEADERSHIP SPOTLIGHT

PM VISIT HIGHLIGHT

of Defence Leadership Symposium

Prime Minister Justin Trudeau's recent appearance was one of several highlights before civilian and military senior leaders gathered for the two-day Defence Leadership Symposium.

The Symposium, held January 26-27, brought together Defence leadership in Ottawa at the future National Defence Headquarters, the Carling Campus.

The event was also attended by Defence Minister Harjit Sajjan, Associate Defence Minister Kent Hehr, and the Clerk of the Privy Council Michael Wernick. In addition, the National Security Advisor and former Defence Deputy Minister, Richard Fadden, spoke about the current and potential national security issues facing Canada and the Canadian Armed Forces.

These leadership gatherings occur on a regular basis and provide leaders from across the country with an opportunity to network and discuss Defence strategic priorities and related issues. This year, the Symposium, attended throughout by Deputy Minister John Forster and Chief of the Defence Staff General Jonathan Vance, focussed on a number of subjects, including defence policy, international security, and mental health. ◆

DM John Forster, (left); Gen Jonathan Vance, CDS; Defence Minister Harjit Sajjan, and Associate Defence Minister Kent Hehr stand with Prime Minister Justin Trudeau as he addresses the Symposium.

"...We must keep the conversation [on mental health] going, we must show support to those who need it and ensure that this doesn't fade away as an issue."

— Gen Jonathan Vance, Chief of the Defence Staff

Gen Jonathan Vance, CDS, addressed the Symposium on Bell Let's Talk day and highlighted the importance of mental health.

"The DND culture is one that demands a great deal of its personnel in terms of commitment, performance and tempo. As the senior leaders within DND, you are in a unique position and can foster a change in culture that may change the way in which we approach mental health."

— BGen Colin MacKay, Surgeon General

BGen Colin MacKay, Surgeon General, also spoke on the importance of creating awareness and reducing the stigma surrounding mental illness.

Defence Minister Harjit Sajjan introduced Prime Minister Justin Trudeau.

Deputy Minister John Forster spoke to leadership at the Symposium.

Prime Minister Justin Trudeau, (left) Defence Minister Harjit Sajjan, Gen Jonathan Vance, CDS and Deputy Minister John Forster meet during the Symposium.

Defence leaders meet the Prime Minister Justin Trudeau.

HMCS *Fredericton* deploys on Op REASSURANCE

HMCS *Winnipeg* is back in Canada after being deployed on Operation REASSURANCE in the Mediterranean Sea since July 2015.

HMCS *Fredericton* left Halifax, N.S. in January to replace HMCS *Winnipeg* on Op REASSURANCE, part of NATO's assurance measures, promoting security and stability in Central and Eastern Europe.

This will provide Canada the flexibility to execute a range of missions across a broad spectrum of operations in support of allied efforts in the region, including surveillance and monitoring, regional defence, diplomatic engagement and capacity building.

Op REASSURANCE is HMCS *Fredericton*'s second deployment in support of NATO assurance measures. It was the first modernized frigate to deploy in support of the governments' objectives in 2014. The Halifax-class modernization/frigate life extension (HCM/FELEX) is a $4.3 billion program to upgrade and enhance the Royal Canadian Navy's existing fleet of frigates.

The project includes a new Combat Management System, a new radar capability, a new electronic warfare system upgrade, and upgraded communications and missiles, as well as a new integrated Platform Management System.

"The deployment of our modernized Halifax-class frigates and their world-class capabilities on Operation REASSURANCE demonstrates the Royal Canadian Navy's continued readiness to respond to the security objectives set forth by the Government of Canada and the interoperability we share with our NATO allies," said Vice-Admiral Mark Norman, Commander Royal Canadian Navy.

Seven Halifax-class frigates have completed their mid-life refit and modernization and the HCM/FELEX project as a whole remains on budget and on schedule to be completed by early 2018. The project is a great example of the Royal Canadian Navy's ability to work with Canadian industry to develop world-class ships and support capabilities.

LS Maria Hale, a reserve force Naval Communicator on board HMCS Winnipeg fires a warning flare during a force protection exercise in the Mediterranean Sea during in preparation for the ship's transit of the Suez Canal.

PHOTO: Cpl Stuart MacNeil

Eyes on the sky during OP IMPACT

At a workstation in Kuwait, a Canadian Armed Forces member is keenly focused on a screen crowded with multiple aircraft shapes moving at varying velocities, in different directions.

The aerospace control operator with Air Task Force-Iraq (ATF-I) plays a critical role in monitoring air operations over Iraq and Syria as part of Operation IMPACT, Canada's military contribution to the multinational coalition to halt and degrade the Islamic State of Iraq and the Levant (ISIL).

"Aerospace control operators have to be able to make sense of a two-dimensional picture displayed on a screen and understand what it means in a three-dimensional reality, and all that in real-time," explains the operator (who is not named for security reasons). "That's what I'm trained for and that's what I do as part of Operation IMPACT. I'm one part of a bigger team effort that controls and coordinates the movements of all aircrafts."

As the operator watches over the activities on his screen, he outlines the different roles fulfilled by aircraft that operate within certain parts of Iraq.

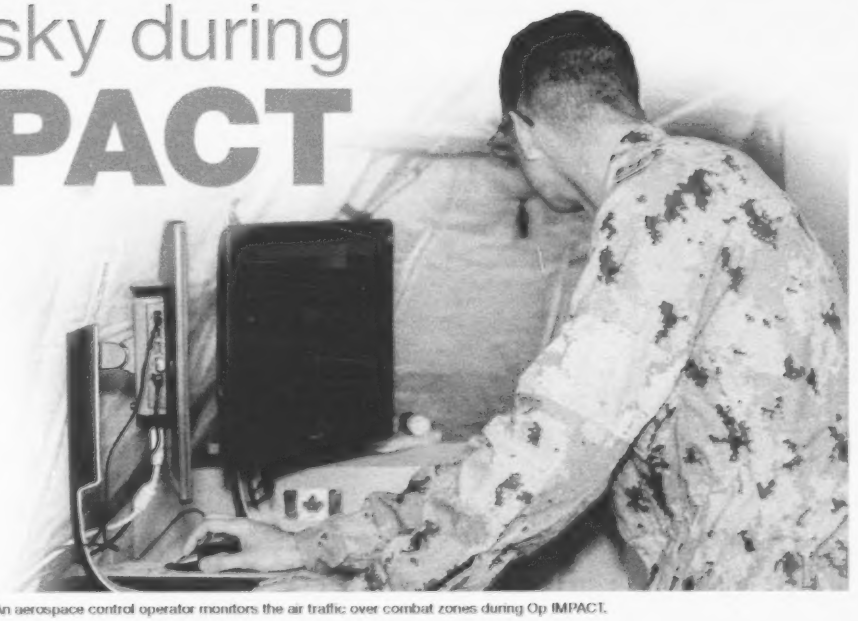
"There is a large variety of aircraft flying every day and the missions include, obviously airstrike actions, but also air-to-air refuelling, command and control, and surveillance flights. My job is to relay what I see on my screen to everyone who requires this information."

The responsibilities of aerospace control operators reflect the necessity for commanders to gain the most accurate awareness of the situation on the ground and in the air, in order to make well-informed decisions.

"The airspace of Iraq and Syria is an extremely busy area of operation and ultimately we bring crucial situational awareness by making sense of what we call the air picture," explains the operator. "What's very interesting in-theatre is that we do not provide these services only to the Canadian participants, but we also provide our products to coalition partners."

These specialists provide around the clock support to coalition pilots operating over the combat zones and indispensable information to the various command centres using radar systems, computers, communications networks, and a variety of sensors.

"It's all about interoperability," adds the operator. "In the end, I know that I help CAF and coalition partners by providing a coherent knowledge of what's happening in the sky so that everybody, at all levels, can see and understand the situation in real-time. That's how I make an impact as an aerospace control operator." ◆



An aerospace control operator monitors the air traffic over combat zones during Op IMPACT.

CANADIAN RANGERS
end the year saving lives

Canadian Rangers ended 2015 on a busy note, making several rescues in the extreme weather of the north.

The Rangers fourteenth rescue of the year credited two Canadian Ranger search teams with saving the life of a seriously injured man who crashed his snowmobile between Attawapiskat and Kashechewan on James Bay, Ont. on December 26.

The man was thrown from his snowmobile and suffered a broken arm and broken ribs and an injured leg. Because of the injuries to his chest, he had difficulty breathing not helped by temperatures of -37°C. Unable to start a fire or help himself, he called a friend in Attawapiskat, who alerted the local police.

The Boxing Day crash happened at about 6:30 p.m., and a two-man Ranger team from Attawapiskat and a four-person team from Kashechewan found him at about 11:30 p.m. that same night.

"He was already hyperthermic when we got to him," said Sergeant Redfern Wesley, commander of the Kachechewan Ranger patrol. "It was very cold and he'd been unable to light a fire. He had gone without heat for five hours and he was in a lot of pain. If we hadn't got there when we did he would not have lasted."

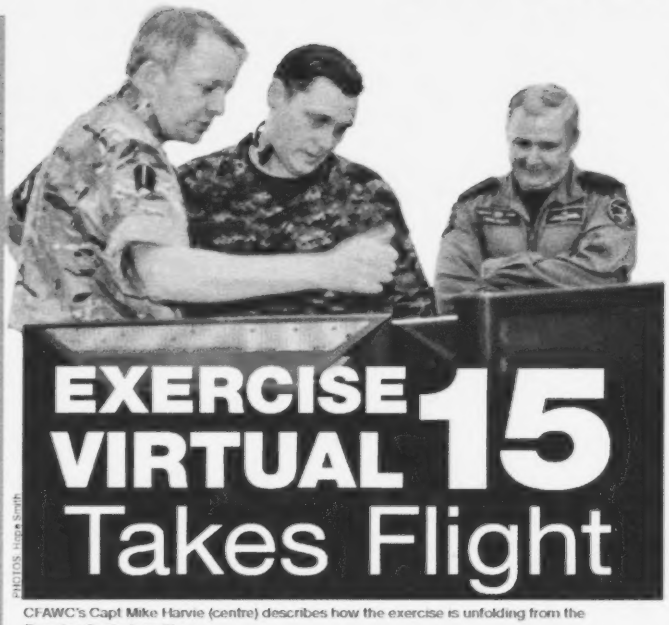
The Rangers started a fire, gave the man hot tea, stabilized him, and made him comfortable while waiting for a medevac helicopter.

OTHER RESCUES

Canadian Rangers also battled the weather to rescue a stranded fisherman. The Rangers travelled more than 100 kilometres in severe weather during a 12-hour mission to find and rescue a fisherman whose snowmobile broke through river ice, leaving him stranded near the Hudson Bay coast.

A Canadian Ranger team from Muskrat Dam was also busy completing a successful search and rescue mission to assist a stranded member of the Muskrat Dam Ranger patrol, who got into difficulties on his way home from Sioux Lookout on snowmobile. He encountered unsafe ice on a creek about 30 kilometres from Muskrat Dam.

EXERCISE VIRTUAL 15 Takes Flight



PHOTOS: Jane Seth

CFAWC's Capt Mike Harvie (centre) describes how the exercise is unfolding from the Exercise Control position.

The Canadian Forces Aerospace Warfare Centre (CFAWC) at 8 Wing Trenton showed that the sky is no longer the limit, with the completion of Exercise Virtual 15.

This annual exercise, is a step towards meeting Commander RACF's Simulation Strategy 2015. Graphically comparable to the video game "Call of Duty", VE15 has integrated new modeling and simulation capabilities. The goal was to link all RCAF simulation assets into an integrated training system that will support individual and collective training.

EXERCISE PREPARATION

The two-day exercise took months of preparation and testing to ensure all simulators could connect with each other and worked with the same enumeration codes. The technicians used the analogy of making it possible for a Commodore 64 to communicate with an XBox One, to describe this situation.

VE15 used both virtual and constructive simulations in its virtual battlespace. Virtual simulations, or real people operating simulated systems, included four pilots flying CF188 simulators, two forward air controllers (FAC) using a FAC simulator, and a Combined Air Operations Centre (CAOC) operating out of CFAWC. Air weapons controllers from the Canadian Air Defence Sector (CADS) at 22 Wing North Bay, and pilots flying six CH146 Griffon simulators from bases Valcartier, Edmonton, and Gagetown. HMCS *Calgary*, anchored off the West Coast, participated via the Navy's Distributed Mission Operations Centre in Halifax. Constructive simulations, or computer generated entities used to invoke a response from players, were used to simulate the enemy, as well as entities of the Canadian Army.

THE MANY ADVANTAGES

This exercise will grow annually with additional participants and more emphasis on force generation. There are many advantages to using this virtual world for force generation: flying hours are not consumed; provides a safe training environment; does not require a large budget for temporary duty; allows participants to train with the actual personnel they deploy with; and it creates scenarios that cannot otherwise be trained or exercised in the real world. Exercises can be created anywhere in the world, making detailed deployment and mission training possible before boots hit the ground. ◆

RCAF Deputy Commander MGen Al Meinzinger flying a CF188 simulator mission along with Ex Virtual 15 pilot Maj Greg Castagner.

EXERCISE PROTECTS RCAF
personnel and aircraft from CBRN threats

RCAF Exercise PHOENIX DEFENDER was held recently to improve CAF response to a chemical, biological, radiological or nuclear (CBRN) threat at a busy military airfield, using computer triggered alarms.

This first simulated CBRN defence exercise for 2 Wing Air Expeditionary Squadron (2 AES), was held at 3 Wing Bagotville.

TEAM PLAYERS

Representatives from Defence Research and Development Canada (DRDC) in Suffield, Alta., the Directorate of CBRN Defence, and the Materiel group (DCSEM 5), based in Ottawa, were on hand to support the three-week exercise, since this was much more than simply a skills-enhancing event. DRDC scientists gathered information about how biological agent sensors respond to common airfield contaminants, information that will be useful for future biological threat detection research. The CBRN Defence and Materiel teams were keen to demonstrate the integration of sensor output and other data using the CAF's world-leading CBRN information management system.

SETTING THE SCENE

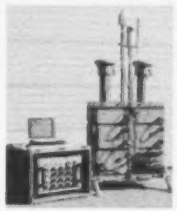
The scenario was simple: CAF personnel were deployed to a host nation as part of a NATO-mandated international coalition. The squadron's CBRN section was to set up chemical and biological detection equipment at the host nation's airport as part of the CBRN defence plan.

Exercise participants deployed the CAF's Vital Point biological agent sensor (VP Bio Sentry), and two fixed-site chemical agent detectors, at the threshold of Bagotville's east west runway. The sensors and their GPS information were integrated with the CAF's Sensor Integration and Decision Support (SI&DS) information management system, along with weather information, to generate a real-time, predicted contamination zone. The SI&DS software included a CBRN warning and reporting tool and the joint effects model software.

SENSORS USED

The VP Bio Sentry, the principal sensor used in the exercise, sends an alarm in the presence of airborne organic agents. The alarm initiates a sampling process that allows an operator to identify the agent, using a separate analysis system, within an hour after the alarm. Meanwhile, alarms from multiple sensors are analyzed by the SI&DS system and converted into a predictive plot, which allows the local commander to understand the extent, direction and timing of the threat. The identification of the particular agents allows the commander to make a decision on any necessary protective measures. ◆

A view inside the 2 AES CBRN Cell during the exercise.



The Vital Point biological agent sensor used in Ex PHOENIX DEFENDER.

Vulnerability is the Issue – VIGILANCE IS THE KEY!

Security Awareness Week (SAW) held from February 8 to 12, is a great opportunity to promote security at work.

Vigilance is the Key… You may have seen these words or heard them several times over the past year. It's the Director General Defence Security's (DGDS) motto, used in many of its presentations, briefings and promotional material.

BUT WHAT DOES VIGILANCE MEAN EXACTLY?

Vigilance is "the action or state of keeping a careful watch for possible danger or difficulties". As a Defence Team member, this means being security-conscious and aware of your surroundings at all times. In other words, when we're vigilant, we can better detect vulnerabilities and take precautions to avoid them.

Let's face it, the world we live in has changed, and Canada must adapt to this new reality. Whether we refer to the recent terrorist events in Burkina Faso or the cyber-attack on the Pentagon last summer or our own insider threat, Canada, as much as any other country, is vulnerable to numerous forms of attacks. We have no choice but to do everything in our power to ensure Defence remains secure and resilient; from daily actions to wider defence strategies.

Security is not meant to make life more complicated. It's meant to protect you, your loved ones and our country. When tempted to cut corners with security procedures to save time or impress your boss, think twice. Remember that your actions could seriously compromise the security of the organization, the safety of its people, and beyond.

Although SAW is only one week, everyone must foster a security minded culture every day! For more information and resources, contact your unit security supervisor/ information system security officer, or go to the DGDS and Defence Team websites – at the links below.

FIVE QUICK SECURITY TIPS TO MAKE YOU MORE SECURITY CONSCIOUS:

1. **Not a security practitioner? You still have security responsibilities.**
   - Security is everyone's business!
   - Be familiar with the National Defence Security Orders and Directives. They will help you better understand what your roles and responsibilities are when it comes to security.
2. **Leaving your workstation? A clean desk approach is the way to go.**
   - Lock your screen: Windows Command + L or Control+Alt+Del+Enter.
   - Store sensitive information and personal valuables in its appropriate secure container.
3. **Don't be a target…ever!**
   - Hide your building pass when leaving your place of work.
   - Protect your digital identity. Do not reveal too many details about yourself and your work on social media.
4. **Shh! Tighten your lips in public.**
   - While on the bus, in a taxi or in any public places, be careful not to let sensitive information slip – other people may be listening to your conversation.
   - Even when inside DND/CAF facilities, be mindful of what you reveal in public as other people may not have the need-to-know.
5. **See something? Say something.**
   - Challenge unknown individuals in your work area. You may approach them with a question like: "May I help you?"
   - Report suspicious activities, security violations, and breaches to your chain of command or security services.

Security: Vulnerability is the Issue – Vigilance is the Key! ◆

RESOURCES:

- Director General Defence Security: http://vcds.mil.ca/sites/intranet-eng.aspx?page=9833http://vcds.mil.ca/sites/intranet-eng.aspx?page=9833
- Defence Team at intranet.mil.ca/

SECURITY AWARENESS WEEK: FOCUS ON PROTECTING INFORMATION

Information is the lifeblood of Defence, and it must be managed and protected appropriately, as we are reminded of during Security Awareness Week, February 8-12.

The nature of the work at DND/CAF is heavily document-dependent. It involves the creation, use and re-use, storage, and management of large amounts of information. We rely on information that is available to those who need it up-to-date, accurate, and protected from unauthorized access. It is the foundation on which we make decisions and take actions to do the business of Defence.

Security Awareness Week 2016, highlights that, without adequate safeguarding, the confidentiality, integrity and availability of this information could be compromised, which in turn could impact the ability of DND and the CAF to deliver and conduct activities and operations.

The loss of information – whether through negligence or malicious intent – can damage our ability as a department to conduct analysis, make decisions, and provide advice to the Government of Canada. Every Defence Team member has a role to play in safeguarding information and protecting our collective interest, and it starts with sound information management practices.

1. KNOW WHAT INFORMATION MUST BE PROTECTED

All information is not created equal. The Government of Canada categorizes information into: records of business value, transitory, and enduring. Know what type of information you are dealing with and manage it appropriately.

To learn more, contact your organization's Information Management Officer (IMO), consult the Guide to Recordkeeping in DND/CAF for guidance on business-value records, or the National Defence Security Orders and Directives (Chapter 6: Security of Information) on sensitivity classification rules.

2. SAVE BUSINESS VALUE INFORMATION IN AN APPROPRIATE CORPORATE REPOSITORY

The first step in protecting information is to ensure that it is captured. Records of business value must be saved in an appropriate corporate repository as directed by your IMO, whether in paper or electronic format, classified or unclassified and on the DWAN or another departmental network. Authorized electronic corporate repositories include:

A) For Unclassified information:

- GCDOCS - the Government of Canada's enterprise-wide solution for the standardized management of electronic records and documents, currently at various stages of implementation across the DND.
- RDIMS-Records, Documents and Information Management System.
- Interim corporate repositories until your organization implements GCDOCS or RDIMS:
  - Shared drives organized in accordance with your group's file plan;
  - DMCS (Document Management and Control System); or
  - SharePoint with appropriate recordkeeping metadata.

B) For Classified information:

- Interim corporate repositories (until your organization adopts an official records and document management system on a secure network):
  - Shared drives, organized in accordance with your Group's file plan, at the appropriate level of security, such as on the CSNI (Consolidated Secret Network Infrastructure).

3. DESTROY TRANSITORY INFORMATION

Protecting information also means destroying transitory information when it is no longer in use. Draft documents, duplicate copies and stale-dated information can be sources of confusion and misleading information, which can have disastrous results. You have the responsibility to dispose of transitory information in a timely manner to avoid information overload and information-related risk.

4. OPEN BY DEFAULT AND AUTHORITY TO RELEASE

The government's new directive on Open Government sets "Responsibility to share" and "Open by default" practices for sharing unclassified information as broadly as possible throughout DND/CAF, while respecting document security and privacy guidelines.

As we adopt these new practices, we must pay particular attention to continuing to protect the information that warrants protection by ensuring it has the appropriate designation, and providing access to information deemed unclassified. When sharing information, consider who might be able to see it and how it could be used. Could the information be misconstrued or misinterpreted? If in doubt, talk with your IMO or chain of command to ensure that you have the appropriate approvals to release the information.

WHEN YOU HAVE QUESTIONS

To learn more, speak with your organization's IMO (find a list at **img.mil.ca/nls-snn/rki-ltd/cf-le-eng.asp**), consult the Information Management Services' intranet page by clicking on the featured link "I am IM" at img.mil.ca, or consult the DAOD 6001-1, Recordkeeping at **intranet.mil.ca/en/defence-admin-orders-directives/index.page**

CAF Pharmacists take on an EXPANDED ROLE

Canadian Forces Health Services CAF pharmacists are about to broaden their dispensing role, as they now have more prescribing authority, which will improve patient care and free up clinic time.

The CAF Surgeon General recently approved the changes to the pharmacy practice, which will have an impact on how Canadian Forces Health Services (CF H Svcs) focuses on effective and efficient health care, bringing CF H Svcs pharmacists in line with their civilian counterparts across Canada.

EXPANDED ROLE

With this expanded role, pharmacists will be able to manage patients more effectively, providing cost-effective drug therapy while working in close collaboration with the rest of the healthcare team.

"As pharmacists, we focus on the drugs and the diseases. For us it's about what are the best drugs for these diseases or condition; we are very good at selecting what is right for the patient ... but pharmacists are not experts at making diagnosis," said Commander Sylvain Grenier, CAF Senior Staff Officer Pharmacy Services, CF H Svcs.

Key changes for CAF pharmacists include enhanced prescribing authority, which means adapting prescriptions to ensure patients are receiving the appropriate drug form and dosage. The changes also include the ability to renew previously prescribed medications in an emergency circumstance, to substitute a prescribed medication for one similar in situations such as drug shortage, and to prescribe a drug – such as smoking cessation medication, or a nasal congestion or cough medication to treat a minor condition so that the patient doesn't need to see a physician.

"All our new activities are related to having a pharmacist being able to prescribe," he said. "For something like minor joint pain, the patient can see a pharmacist directly for medication, and it doesn't have to be over-the-counter; we can prescribe any medication with the exception of controlled substances like narcotics."

WORKING TOGETHER

Healthcare providers collaborate and communicate with pharmacists, which is key to providing safe patient care. This two-way communication helps relieve the workload of physicians, nurse practitioners and physician assistants.

"If we can take care of the simple cases and resolve them at the pharmacy level, then they [health care providers] can focus on seeing more patients and being more effective," said Cdr Grenier.

ADJUSTING TO CHANGE

One of the challenges facing CAF pharmacists will be adjusting to the new workload that will come from these new activities. Once these new authorities become fully utilized by patients, time will be saved by not having to wait for calls from the physicians.

CF H Svcs will track the impact of these changes on the healthcare system in the months ahead, and Cdr Grenier says the pharmacists are excited about their new role, and being able to put what they learned in university into practice.

Roughly 70 per cent of CAF pharmacists have less than seven years practice, and have already been trained on the change of authority. The three years it took to achieve the final implementation of the expanded role is considered very quick, given the amount of research and consultation conducted with Canadian universities, as well as with the provinces.

"Three years is very good ... considering some provinces have been waiting longer that this for their own scope and have not fully implemented it," said Cdr Grenier.

WHAT'S THE DIFFERENCE?

Although these changes have now placed CAF pharmacists at the same authority level as civilian pharmacists, there are several unique differences. CAF pharmacists do not deal with payments, and, like civilian pharmacists, are in charge of ordering medications, but CAF pharmacists have the added responsibility of managing medical supplies and equipment, which includes ordering things such as CT scanners, bandages and sutures.

"The clinical role of a CAF pharmacist is a hybrid between community and hospital pharmacy," said Cdr Grenier. "We work as much with the patients as with physicians and other healthcare providers in our clinics."

The most unique difference is that CAF pharmacists can be deployed in support of operations around the world, to places like Bosnia, Afghanistan or Haiti. As such, pharmacists are also part of the Disaster Assistance Response Team.

HAVING A CHOICE

Cdr Grenier explains that patients will always have a choice: even though some conditions can be treated by a pharmacist, the patient can see a physician at any time.

"We don't want to put any patient at risk, so if a pharmacist doesn't feel comfortable with a specific condition, or activity, they can always refer them to a physician," said Cdr Grenier. ◆

Fire photo

CAF Pharmacists with the Disaster Assistance Response Team prepare for a rapid deployment to the Philippine Islands that were ravaged by Typhoon Haiyan 2013.

"So, if we can take care of the simple cases and resolve them at the pharmacy level, then they [health care providers] can focus on seeing more patients and being more effective."

—Cdr Sylvain Grenier, CAF Senior Staff Officer Pharmacy Services, CF H Svcs

Canadian Forces Health Services **HELPED SYRIAN REFUGEES** with their journey to Canada

Helping Syrian refugees journey to Canada provided the Defence Team and its medical personnel with a tremendous opportunity to demonstrate its role in assisiting international aid efforts.

Of the 240 personnel deployed on Operation PROVISION, 98 were from Canadian from Forces Health Services (CF H Svs) coming from 18 units across the country, and representing 11 military occupations. The teams included physicians, a physician assistant, nurses, a pharmacist, medical technicians, a medical assistant, medical laboratory technologists, medical radiation technologists, health care administrators, preventive medicine technician, and biomedical electronics technologist.

"Op PROVISION highlighted the outstanding contribution of the Canadian Armed Forces to the whole of government mission to enable Syrian refugees from Jordan and Lebanon to come to Canada," said Brigadier-General H.C MacKay, CAF Surgeon General.

Sixty-seven of these CF H Svs personnel were stationed in Beirut, Lebanon, and worked tirelessly to turn an empty outpatient clinic within the Rafik Hariri University Hospital into a bustling and efficient medical clinic. The goal of this clinic was to supplement the immigration medical examinations done at the International Organization for Migration (IOM) clinic located in downtown Beirut.

Another group of 31 medical personnel operated out of Amman, Jordan, augmenting the IOM clinic located within the Special Operations Forces Exhibition facility near the airport.

The process began with each refugee family going to one of the medical screening centres, where Health Services members would verify their identification and register them into eMedical, an online immigration health processing system developed by Australia's Department of Immigration and Border Protection and Citizenship and Immigration Canada.

Once the clients were registered they were led through a medical screening process that consisted of a radiologic examination, used to rule out tuberculosis. Afterwards blood and urine laboratory examinations, as well as a full history and physical examination were conducted by the physician.

> *"Op PROVISION highlighted the outstanding contribution of the Canadian Armed Forces to the whole of government mission to enable Syrian refugees from Jordan and Lebanon to come to Canada."*
>
> — BGen H.C MacKay, CAF Surgeon General

HSS personnel at the clinics set a target to complete at least 150 to 200 immigration medical examinations per day. The CAF-led clinics in Beirut and Amman surpassed all expectations. The team in Amman had their own X-ray, which proved a very valuable asset in helping the medical screening team reach their target.

"The med techs here have shown versatility and flexibility as the majority of them were employed as clerks, working with a completely new web-based information system," said Major Jacques Ricard, 4 Health Services Group, who returned January 31 from Op PROVISION. "They learned very quickly and even proposed many changes to the process that were endorsed by Immigration, Refugees and Citizenship Canada because of their effectiveness."

Along with the eMedical tool, the Beirut clinics took the initiative to use a remote picture archiving and communication system, and a teleradiology capability to upload, view and report on the X-ray images.

Op PROVISION showed the exceptional skill and commitment demonstrated by the Defence Team and is immeasurable to Canada's newest residents.

"Canadian Forces Health Services Group personnel responded on very short notice to provide a key capability, assisting the International Organization for Migration with the medical screening of refugees. My thanks and sincere appreciation to our CF H Svcs Gp personnel for their exceptional skill, compassion and commitment to support Canada's newest residents embarking on their journey to a safer, better life," said BGen MacKay. ◆

PHOTO: Cpl Mohamed Anis Akaari

Capt Cory VanDewauwer, a nurse from 1 Canadian Field Hospital, Petewawa, measures the height of a child at the processing centre in Amman, Jordan on January 4.

CFINTCOM contributes to documentary as part of an educational initiative

Canadian Forces Intelligence Command (CFINTCOM) was asked to share their expertise in the area of topographic mapping in an upcoming Ottawa Company documentary ensuring CAF accuracy.

Ottawa's Sound Venture Productions, in partnership with the Royal Canadian Geographic Society, unveiled a 10-minute preview of *Drawn to Victory* documentary during a ceremony held at the Canadian War Museum late November.

Drawn to Victory is the first instalment of *A Nation Soars*, a three-part educational initiative commemorating Canada's Great War Flyers. This 60-minute documentary will reveal how allied advancements in methodology and technology during the First World War led to the development of more accurate topographic maps using aerial photography. Many of these skills that were developed throughout the course of the First World War later paved the way for Canada to become a modern day world leader in cartography and geomatics.

"This really is an exceptional story to tell because the pace of Canadian and Allied mapping innovation during the First World War is unmatched during any other historical period," said Major-General Paul Wynnyk, commander CFINTCOM. "This is yet another achievement by our veterans of past generations that Canadians can learn and take pride in."

Mapping and Charting Establishment (MCE), a unit within Canadian Forces Intelligence Group, that provides geospatial information and geomatics support to the Defence Team and other government departments, was perfectly suited to support the production's request for a subject matter expert. Warrant Officer Terry Warner, a geomatics technician and MCE unit historian, was identified and made an immediate impact to this production on behalf of CFINTCOM and the CAF.

Speaking to questions of military development and employment of maps, WO Warner is one of five experts featured in the documentary. Imagery from within MCE is used throughout the documentary.

"It was such a pleasure to participate in the production," said WO Warner. "Within the Canadian Armed Forces, no ship sails, no aircraft flies, and not a single soldier crosses the line of departure without a map or data that has been produced by the Mapping and Charting Establishment."

CFINTCOM provides defence intelligence capabilities, products and services to the the Defence Team, Government of Canada, and allies in support of Canada's national security objectives.

"This really is an exceptional story to tell because the pace of Canadian and Allied mapping innovation during the First World War is unmatched during any other historical period."

—MGen Paul Wynnyk, commander CFINTCOM

PHOTOS: MCE Archives

Above: A Canadian surveyor sights a bearing with a traverse table alidade during the First World War. After the war, hundreds of trained surveyors applied their skills to mapping Canada.

Below: A survey team takes observations with a level during the First World War. One surveyor reads the values while his partner records the data.

At the commencement of the First World War, Allied mapping consisted of one British officer and one clerk with outdated maps from the 1880s,
growing to almost 5000 Allied members who produced more than 32 million maps by the end of the war.
No ship sails, no aircraft flies, and no soldier crosses the line of departure without a map.

For more information, please visit **http://www.anationsoars.ca/drawn-to-victory/** ◆

DEFENCE ETHICS PROGRAMME / PROGRAMME D'ÉTHIQUE DE LA DÉFENSE

Defence Ethics Programme

Ethically, what would you do?
The Goat Herders

Simplified from Stephen Coleman, Military Ethics: An Introduction with Case Studies *(Oxford: Oxford University Press, 2013), 225-227. According to this source, the case summarized below is a true story of a US Navy SEAL operation.*

A US Navy Sea Air and Land (SEAL) team of four has been inserted in Afghanistan to conduct undercover observation of a target insurgent believed to be living in a village nearby. They begin their first day by remotely observing the village to try to confirm the presence of their target. That morning, three local goat herders stumble upon them. They insist they are not Taliban even though they are not very friendly towards the SEALs. The team attempts to reach their base by radio requesting immediate exfiltration because their cover may have been blown; they suspect the goat herders will report their presence and location to the villagers if they are released. The radio signal is not working in their current position. Lacking rope to detain the goat herders, the team believes at the time that the realistic choice is between killing the herders and letting them walk away. The four quickly debate this among themselves and in the end they vote to let the goat herders go free.

They release the goat herders and then change their location as quickly as possible. They continue to attempt to radio their contacts to request they be picked up and removed due to a possible compromised location, but to no avail. Two hours later they are ambushed by insurgents from three sides. A lengthy firefight ensues with well-positioned and greatly superior numbers of enemy insurgents, during which three of the four SEALS are killed. The sole survivor is eventually rescued, but 16 SEALS that formed part of the first backup helicopter sent in response to the battle are killed by an insurgent rocket propelled grenade fired into the open helicopter door, before they could even descend the rope to the ground.

Put yourself in the position of one of the SEALS who is trying to decide what to do once having encountered the goat herders. What is the right thing to do? Assume the following:

1. You have no way of confidently assessing the probability the goat herders will report your location if you release them. You don't even have confidence that your presence was known or not known to insurgents before you encountered the goat herders.
2. You and your team members are under considerable stress.
3. You believe that even if you did attempt to temporarily immobilize the goat herders as a third option, they may fall victim to slow dehydration, exposure to the harsh elements, attack by scavenging animals, etc.

Reader feedback is welcome at (Ethics-Ethique@ADM(RS) DEP@Ottawa-Hull

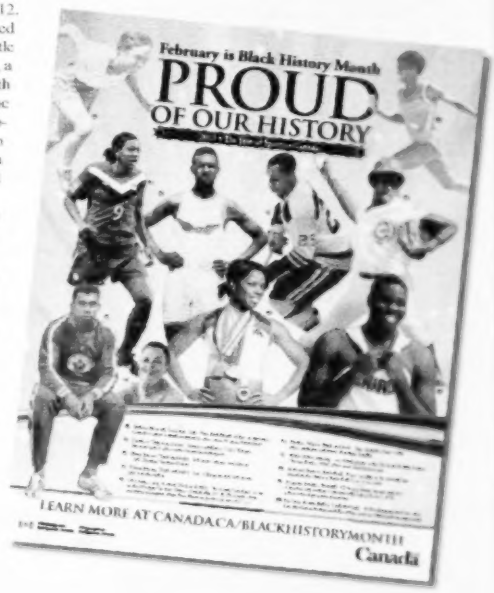
February is BLACK HISTORY MONTH

For more than 20 years, Canada has celebrated the legacy and contribution of black Canadians, past and present, each February during Black History Month.

Across the country, the many achievements and contributions of black Canadians who, throughout history, have done so much to make Canada the culturally diverse, compassionate and prosperous nation it is today we honour. Some of these historic contributions are to the Canadian Armed Forces include:

- In 1604, some 400 years ago, the first recorded person of African heritage set foot in what would become Canada. Mathieu Da Costa arrived with the French explorers Pierre Du Gua De Monts and Samuel de Champlain. Da Costa, a free man who worked as an interpreter, provided an invaluable link with the Mik'maq people encountered by the Europeans.
- Black Canadians contributed to the wartime efforts during the War of 1812, where the Coloured Corps fought in the Battle of Queenston Heights, a decisive engagement with the Americans. The Corps had been established thanks to Richard Pierpoint, a black Loyalist and Canadian hero.
- While serving onboard of HMS *Shannon*, William Hall, the son of a former slave, won the Victoria Cross during the relief of Lucknow, India. On November 16, 1857, the gun crews being injured and unable to effectively fire their guns, Mr. Hall and his wounded gunnery officer moved and fired the guns by themselves, until breaches were created in the fortress walls, permitting the infantry to move in, remove their besieged compatriots, and fight their way out of the city to safety.
- In 1916, the military command authorized the creation of No. 2 Construction Battalion, a unit primarily composed of black Canadian enlisted men. This move allowed for the conscription of black Canadian men in other units for the remainder of the First World War. During the Second World War, black Canadians were included in Regular Army and Officer Corps.

For more information on Black History Month visit **www.cic.gc.ca/english/multiculturalism/black** ◆



PHOENIX,

the new pay system for DND, launches this month

Phoenix—the new public service pay system—will be launched in DND on February 24.

On the same day, the 20 000 civilian pay accounts remaining at DND will be transferred to the Public Service Pay Centre in Miramichi, NB. This change will impact all DND employees and their managers in a number of ways.

What does this mean for me, AS AN EMPLOYEE?

1) All employees will need a myKEY to securely access the Phoenix system. Without a myKEY, you will not be able to access your pay information in Phoenix. Register for myKEY at: **https://epaj-orca.securise-secure.gc.ca/O/vw/bienvenue-welcome-eng.pub**
2) All employees are expected to take the online Phoenix Self-Service for Employees course (C601) through the Canada School of Public Service, before the launch of Phoenix.
3) After February 24, all employees will contact the Pay Centre to resolve pay concerns. Details on how to do this can be found on the ADM(HR-Civ) intranet site.

What does this mean for me, AS A MANAGER?

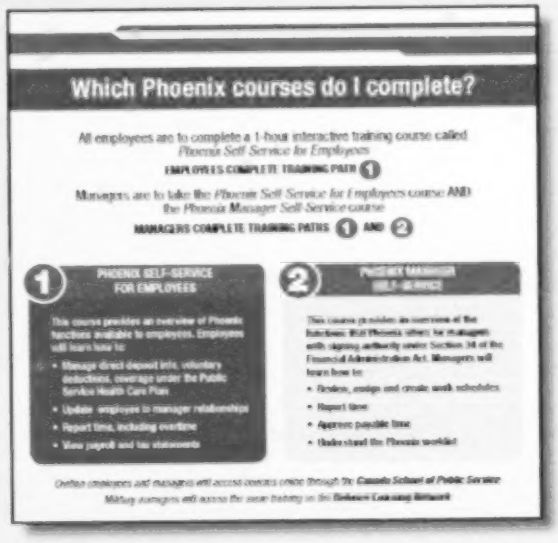
1) All managers will need a myKEY to securely access the Phoenix system.
2) All managers are expected to take the online Phoenix Self-Service for Employees course (C601) (**http://www.csps-efpc.gc.ca/forlearners/coursesandprograms/CourseDetail-eng.aspx?courseno=C601**) AND the Phoenix Manager Self-Service course (C602) (**http://www.csps-efpc.gc.ca/forlearners/coursesandprograms/CourseDetail-eng.aspx?courseno=C602**) through the Canada School of Public Service, before the launch of Phoenix.

Military managers of DND civilian employees will obtain access to Phoenix later in 2016. Military managers will continue to use existing hardcopy forms for many Phoenix functions in the interim. They will submit these forms to a departmental timekeeper for input into the system. More information will follow regarding the timekeeper role for military.

Military managers of civilian employees are to take the online Phoenix Self-Service for Employees course (C601) on the Defence Learning Network, in order to support their employees. (**http://dln-rad.mil.ca/Saba/Web/Main**) They will take the Phoenix Manager Self-Service course (C602), closer to the time when access to Phoenix is granted.

ADM(HR-Civ) is committed to supporting employees and their managers through this large-scale change. More information is available to you on ADM(HR-Civ) intranet, (**http://hrciv-rhciv.mil.ca/en/index.page**) the Transformation of Pay Administration Website, (**http://gcintranet.tpsgc-pwgsc.gc.ca/remuneration-compensation/tpai-itap/index-eng.html**) GC Pedia, (**http://www.gcpedia.gc.ca/wiki/Phoenixhome**) and your HR service provider.

For questions about your pay after February 24, call the Public Service Pay Centre at: 1-855-686-4729.


Which Phoenix courses do I complete?
All employees are to complete a 1-hour interactive training course called Phoenix Self-Service for Employees
EMPLOYEES COMPLETE TRAINING PATH 1
Managers are to take the Phoenix Self-Service for Employees course AND the Phoenix Manager Self-Service course
MANAGERS COMPLETE TRAINING PATHS 1 AND 2
1
PHOENIX SELF-SERVICE FOR EMPLOYEES
2
PHOENIX MANAGER SELF-SERVICE

NEW TOOLKIT

helps leaders talk about change

A toolkit is now available to help leaders at Defence, especially those who have direct contact with personnel, explain the various change initiatives happening across the organization.

The Leadership Toolkit on Change can be downloaded and is customizable for your needs. Using it will help ensure that all personnel within your organization, both military and civilian, understand how their individual roles and responsibilities contribute to the new environment in which we work. Using the toolkit will help provide context for the changing workplace within your organization, and will assist your personnel relate how their work fits into or is impacted by the various change initiatives underway at Defence, including Defence Renewal and Blueprint 2020.

The toolkit can be found on the Focus on the Future section of the DT intranet site (at intranet.mil.ca/), a one-stop portal for information about the various change initiatives underway across Defence.

NO COST for Canada School of Public Service COURSES beginning in April

Managers are now able to develop learning plans for their civilian employees with an increased range of options and with less of a strain on departmental resources.

Beginning in April, all Canada School of Public Service (CSPS) courses and resources will be available to DND employees at no direct cost. The 2016-17 fiscal year marks the final year of the CSPS transformation as the centerpiece of a government-wide commitment to learning announced through Blueprint 2020.

The CSPS common curriculum will provide opportunities for DND at several different levels. The elimination of direct costs to employees for common learning opportunities provided by the CSPS provides employees with more learning options that may have been previously unavailable due to budget limitations. Managers may now discuss and plan core common learning requirements with civilian employees without worrying about how to keep the chequebook balanced.

In addition to the CSPS core common courses and other learning tools that are available for employees, DND-specific training and learning activities will continue to be planned and managed within the department to support building employee competencies required to meet department objectives.

PRIMARY SOURCE FOR LEARNING

Learning and professional development greatly enhances both individual and organizational performance and are key factors in meeting performance management objectives. The school may now be viewed by managers and employees alike as a primary source for common learning activities when setting work objectives and learning plans for the year to come.

The full spectrum of CSPS resources and tools available for learning today are supported by a "Learning Ecosystem" and the school offers a full catalogue of learning opportunities to choose from. For example, there are:

- developmental programs for new supervisors, managers and executives and;
- a broad range of resources available that are designed to support employees in:
  - meeting work objectives of a current job;
  - developing skills for future jobs; and
  - engaging in professional development.

DND employees are encouraged to draw on CSPS courses and resources to support their learning plans for the new fiscal year.

TECHNOLOGICAL CHALLENGES

As the CSPS Ecosystem and the wealth of learning opportunities available become more popular with employees, challenges may be experienced. DND firewall and bandwidth issues are posing technological challenges that are currently being evaluated for resolution and upgrading. CSPS webcasts and videos are now available for streaming; however individual IT operating systems will at times affect learner access and/or streaming quality. While this upgrading is underway, DND learners may consider accessing CSPS webcasts and videos from home or other workstations with an internet connection or through a mobile device.

Defence managers are encouraged to entertain new and creative ways of providing employees time and access to online, self-directed and social learning opportunities. Not all employees find it easy to learn at their desks. Some units have scheduled professional development days where all employees engage in learning and knowledge sharing activities. As more and more learning opportunities are moving online and are more self-directed, it is important for managers and employees to discuss technical and personal challenges and identify the most supportive environment to achieving a productive learning experience with the range of learning opportunities that are becoming available.

WHAT YOU NEED TO DO

Learners are encouraged to register for a CSPS MyAccount as it will be required to access the school's learning application which contains many self-directed online resources that include videos and blogs.

Sign up for e-Updates from the CSPS to receive the latest information from the school.

DND employees may also look for departmental specific learning opportunities within the Defence Leadership Curriculum and the LCC Course Calendar.

RELATED LINKS

- CSPS Website
  www.csps-efpc.gc.ca/index-eng.aspx
- CSPS e-updates
  www.csps-efpc.gc.ca/staystayconnected/eupdatessubscribe-eng.aspx
- CSPS MySchool News
  www.csps-efpc.gc.ca/myschoolnews/index-eng.aspx ◆

Creating a new way to MANAGE COMPLAINTS

An Integrated Conflict/Complaint Management (IC2M) Model, proposes a way to manage complaints more effectively, ensuring every effort is made to resolve complaints early, locally and informally.

Stemming from CAF transformation initiatives, an Integrated Conflict Management Working Group (ICMWG) with appropriate L1 representation was created in 2011 to review existing conflict management tools. One of the first areas targeted for overhaul was CAF complaints management. The review focussed on the military grievance system, the harassment complaint resolution system and the alternative dispute resolution system.

The ICMWG concluded existing processes were were complex, lengthy and ineffective, with no single oversight. The chain of command also reported inadequate situational awareness on the conflict portfolio, making it difficult to form decisions early in the process. Their efforts produced a concept that integrates the three processes in an efficient, comprehensive and collaborative manner to ensure every effort is made for early outcome.

The IC2M Project was later established by the Vice Chief of the Defence Staff, with a two-year mandate to fully define the IC2M concept as an integrated complaint management system responsive to and trusted by CAF members and the chain of command. The new IC2M model offers a one-stop-shop process guided by local staff at the first levels trained in complaint management/resolution and supported by a central agency. The model will help members help themselves and if there is no resolution, CAF members will be assisted with full engagement of the chain of command to ensure the identified matter is formally acknowledged and resolved.

The model also calls for a centrally controlled harassment/discrimination/abuse of authority investigation capacity, allocated as required to provide the chain of command with CAF-wide consistent investigation standards and advice.

With the operating model almost complete, the project will deliver a master implementation plan this year. Once approved, an initial operating capability could start a prototype model at a base, with an eventual roll-out planned over the next several years.

BRAVO ZULU
Rotation 0 personnel!

2 Mechanized Brigade Group personnel

This Bravo Zulu comes to us from the Joint Task Force in Ukraine, who would like to highlight the excellent work of the 2 Canadian Mechanized Brigade Group. The troops of the 2 Canadian Mechanized Brigade Group, under the command of Lieutenant-Colonel Jason Guiney, completed their mandate in Ukraine on January 17. The BZ comes from the new commanding officer, LCol Tim Arsenault, who would like to publicly acknowledge their remarkable work.

"Since our arrival, my team and I could not help but notice the phenomenal work of Rotation 0 personnel, not only in developing training for the Ukrainians, but also in setting up a camp perfectly adapted to the needs of the Task Force. I have presented LCol Guiney with the standard of the Royal 22e Régiment in recognition of all the efforts of his team. I continue to see every day the solid foundations they have built, which help support the Ukrainians and ensure the success of Operation UNIFIER."

Bravo Zulu to the 2 Canadian Mechanized Brigade Group troops!

NEW AND IMPROVED
DFIT.CA
takes your training to the next level

DFIT.ca has helped improve fitness for members and is now making improvements to its online presentation.

Since October 2012, DFIT.ca has provided online operational fitness training plans and guidance to more than 28 000 registered CAF members, both Regular Force and Reserve. This unique tool launched by Personnel Support Programs (PSP) has been improved and updated, making the site more responsive to mobile devices, introducing more intuitive website design, and ensuring faster response times.

The DFIT.ca mobile Web platform now offers customizable fitness training plans, video demonstrations of hundreds of exercises, tips for injury prevention, nutritional information, and online training journals. DFIT.ca also features an online forum moderated by PSP Fitness professionals who can provide helpful training advice and feedback.

With the aim of expanding its audience of users beyond serving military personnel, DFIT.ca for Families is a new online resource featuring general fitness and a more family-friendly, total lifestyle approach to active living. Special features include parenting tips focussed on active living, online personal trainers, program discounts and coupons, diet and weight loss guides, and much more.

Using their CFOne card number, military family members, veterans and their families can access this new, valuable DFIT.ca module available for free until January 2017. Access to DFIT.ca is also available to all other categories of CFOne members (e.g.: NPF employees, DND public servants, RCMP officers, pensioners, and their families) on a paid subscription basis.

To celebrate the new and improved DFIT.ca, a series of events will be held at CAF bases and wings across the country the week of January 25.

Visit **www.DFIT.ca** to register, or connect with your local PSP team for more information.

LEADING the charge for **PHYSICAL FITNESS**

Physical fitness, a component of operational success, can be difficult to maintain at sea, but aboard HMCS *Winnipeg*, the command team lead by example with their healthy lifestyles.

To keep fit, the Ship's captain equipped his cabin with a stationary bicycle trainer and a heavy bag set-up.

"Being fit keeps us in control of our physical and mental well-being," says Commander Pascal Belhumeur, HMCS *Winnipeg* Commanding Officer.

"Canadian Armed Forces members are fortunate to have the support of Personnel Support Programs (PSP) and our personal trainer has been a great asset to the crew," says Lieutenant-Commander Kevin Whiteside, the ship's Executive Officer.

The ship's PSP staff, Sylvain Verrier, held four fitness classes a day while at sea, and provided the crew with daily workout programs and nutrition advice.

"I am proud to be a part of a Command Team that is so focused on fitness," says Chief Petty Officer, 1st Class Michel Vincelette, *Winnipeg*'s Coxswain. "The crew sees it and is inspired; we have the most actively fit crew that I have ever seen."

Not only did Mr. Verrier have an effect on life at sea, but also alongside by organizing multinational sporting events with NATO allies and monthly five kilometre runs in port.

On the ship's long deployment, the crew of HMCS *Winnipeg* continued to use physical fitness to maintain mission focus and, like many initiatives in the Royal Canadian Navy, this initiative was driven by the ship's leadership. ◆

KEEPING THE DEFENCE TEAM **HEALTHY**

F A Q

ASK THE EXPERT
HOW TO PREVENT A PAINFUL PROBLEM?

Q: I generally enjoy training outside regardless of how bad the weather gets. However, there are days when the combination of wind and cold make running outside a real challenge and potentially dangerous. For whatever reason I get particularly cold in the region of my groin and I am concerned one day I will develop penile frostbite. Do you have any suggestions on how to avoid this particularly painful problem?

–Capt William Strong

A: Dear Capt Strong:

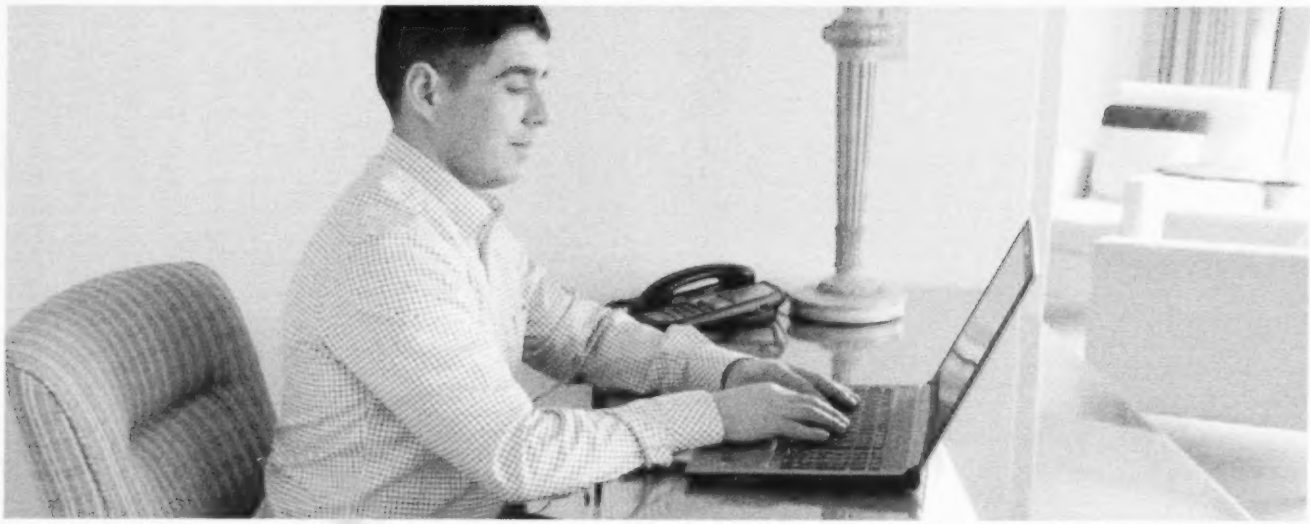
Congratulations on your commitment to a year-round fitness program. Running outside on bitterly cold and windy days can be extremely challenging and many men experience the same chilling issue with their delicate tissues. The following are some strategies that will help you address this common concern:

1. Wear good thermal clothing and be sure to dress in layers. In particular, ensure that your running tops are long enough to extend down over the region of your groin.
2. Wear thicker wind pants over your running tights. Some people will actually run in ski pants.
3. Have wind panels sewn into the front of your running tights – this is a light weight and very effective solution.
4. Start your runs by heading into the wind and return with the wind at your back. This will ensure you are not running into the wind when you are covered in sweat.
5. Fold up a medium sized plastic bag and slip it down the back of your running pants. If you turn into the wind and notice your groin is getting cold, just slip the plastic bag down the front of your pants. You will be surprised how effective this simple no cost strategy is.
6. Try running in sheltered areas such as forest trails where you will at least be partially protected from the wind.
7. Finally – there are some days that are so miserable you would be smarter to stay inside and run on a treadmill. This doesn't mean you are weak and you will probably get a better quality workout.

The bottom line is that running in extremely cold weather can present its unique challenges especially for males. I am sure if you try some or all of the above strategies you will find your runs much more enjoyable when cold winds of winter cause the temperatures to drop in your southern hemisphere. Exercise is medicine – Train SMART!

–Dr. Darrell Menard, MD Dip Sport Med
Darrell.menard@forces.gc.ca

For more information on taking control of your health and well-being, please visit Strengthening the Forces.



CONNECT
to your desktop from anywhere in the world

The Transparent – Defence Virtual Private Network Infrastructure (T-DVPNI) is an essential capability that allows users to remotely access the Defence Wide Area Network (DWAN). It also goes by a second, more user-friendly name: Tango.

"With Tango, you can connect to your desktop wherever you're working," said Len Bastien, Assistant Deputy Minister (Information Management).

Through Tango, Defence Team personnel can bring their entire workstation with them – accessing all of their files, applications, and connecting to the Defence intranet – no matter where they are headed.

Staying connected has never been easier; all that's required is a DND laptop, a Public Key Infrastructure (PKI) card, and Internet connectivity via Wi-Fi or wired connection.

IMPROVING CONNECTIONS TO THE DWAN THROUGH WI-FI

Tango has replaced the previous DWAN remote access capability, which was simply called DVPNI. Users familiar with the DVPNI system will be astounded by the improvements brought by the new system.

"For starters, with Tango you can use Wi-Fi to connect to the DWAN, which is a huge improvement compared to DVPNI," said Vince Chouinard-Prévost, Distributed Computing Engineering Manager. "The first DVPNI was only available through dial-up, so it was limited in its usefulness. Also, it would often drop connections."

The ability to connect through Wi-Fi access points, coupled with improvements in Remote Access technology provided by Shared Services Canada, ensures a fast and reliable connection to the DWAN from wherever a user is located. This could be a user's home, a restaurant, coffee shop, hotel or any other hotspot or Wi-Fi enabled area.

"In Defence, we have a lot of remote users that rely on Tango to increase their productivity," explained Mr. Chouinard-Prévost . "It allows people to move from one building to another seamlessly. If you need to go to various locations – whether for a course, symposium, conference, allied nation meeting – you can bring your laptop and be connected with everyone else."

Tango can even work in areas that don't have a Wi-Fi connection; a user needs only a mobile Internet stick, which acts as a portable Internet connection. This is particularly useful in situations when a user is in transit and can't access a hotspot.

"We're not travelling as much as we used to because we are better connected, but when we do travel, this allows us to stay connected," said Mr. Chouinard-Prévost.

By increasing productivity, encouraging flexibility, and improving communication across the Defence Team, Tango is an essential capability for the modern workplace, including the upcoming move of NDHQ to the Carling Campus in Ottawa. Moreover, it is one of the technological tools that supports and enables the ideas that stem from innovation-focussed initiatives like Blueprint 2020.

"Tango is enabling Blueprint 2020, and it will be increasingly important with the move to Carling," explained Mr. Chouinard-Prévost. "There, it will allow people to make use of the Wi-Fi-enabled Workplace 2.0 collaborative areas so that they're not tethered to their desks."

A GROWING CAPABILITY REACHING MORE AND MORE USERS

The Tango footprint in DND/CAF is already quite significant. With more than 12 000 users spread out across Canada and overseas, it can safely be called a widespread success. But Tango is poised to grow – with the required equipment and infrastructure already in place, all that's needed is an influx of users.

"We have a lot of licenses, and we can easily increase the number of users," said Mr. Chouinard-Prévost. "Tango is available through all local service providers (LSPs), and we have plenty of room to grow."

To use this capability, Defence Team personnel first need a DND laptop. But does this mean giving up your desktop computer?

"You can receive a proper screen and keyboard at your desk with a docking station for your laptop," explained Mr. Chouinard-Prévost. "That's no issue. Laptops nowadays can easily handle the same software, with the exception of some very advanced ones."

Personnel must also have access to a Public Key Infrastructure (PKI) smart card and reader, the same card used to encrypt Protected B data. While most DND/CAF laptops are equipped with an internal PKI reader, an external reader can also be obtained from a user's LSP.

"We use the same PKI certificate to create the virtual private network tunnel," said Vince. "It establishes an agreement between the laptop and the DWAN where all the data – up to Protected B – is exchanged in a secure way. Everything that's exchanged between your laptop and the DWAN is encrypted, so there are no security issues."

From there, it's simply a matter of logging in your PKI smart card credentials and connecting to the Internet.

"When you get to a place where there is a Wi-Fi access point, you click to access it. After that, the Tango is going to prompt you for your credentials to authenticate that you are an authorized person," said Mr. Chouinard-Prévost. "And that's basically it!"

If it sounds simple, it's because the engineers at ADM(IM)'s Director Information Management Engineering and Integration (DIMEI) have designed it that way. Keeping the user experience firmly in mind, they have made accessing the DWAN through Tango easy enough that instructions are unnecessary.

But just to be sure, they've made standard operating procedures for connecting to Tango available at: **http://dlo-afile-contentserver.mil.ca/production/cninv/0000000000077685/index-user.html#RemoteAccess**.

To learn more about obtaining access to Tango, please contact your local service provider. ◆

TANGO/T-DVPNI: EASY AS 1-2-3

Access the DWAN from anywhere in the world

Just follow these simple instructions to connect to any hotspot or Wi-Fi enabled area

1. **Obtain a DND/CAF laptop, PKI smart card and PKI reader* by submitting a request through the EITSM Self-Service Portal**
2. **Insert your PKI smart card into the reader**
3. **Connect to a hotspot or Wi-Fi enabled area by entering your PKI password when prompted**

most laptops are fitted with a PKI reader, but an external reader is also available from your Local Service Provider

Throughout January, the first group of approximately 200 Canadian Army soldiers from 5 Canadian Mechanized Brigade Group, based in Valcartier, Que., deployed to Ukraine for Op UNIFIER. They are 2 CMBG, based in Petawawa, Ont., who have completed military training activities in support of Canada's response to requests for assistance from the Government of Ukraine.

Au cours du mois de janvier, un premier groupe d'environ 200 soldats du 5e Groupe-brigade mécanisé du Canada (GBMC), de Valcartier, au Québec, est arrivé en Ukraine afin de participer à l'opération UNIFIER. Ces militaires relèvent ceux du 2e GBMC, de Petawawa, en Ontario, qui se trouvent en Ukraine depuis août 2015 et qui ont participé à des activités d'entraînement à l'appui de demandes d'aide que le gouvernement de l'Ukraine a adressées au Canada.

A Ukrainian officer conducts mine awareness training alongside Canadian and Ukrainian soldiers in Starychi, Ukraine.

À Starychi, en Ukraine, un officier ukrainien suit une formation sur les mines aux côtés de soldats canadiens et ukrainiens.

CAF and Ukrainian soldiers conduct a room clearing.

Des soldats canadiens et ukrainiens s'exercent au dégagement

Operation | L'opération UNIFIER

This is not a combat mission, but a joint capacity building mission with the US and other partners. CAF personnel are located in western Ukraine, approximately 1300 km from active Russian-backed insurgents.

L'opération en Ukraine n'est pas une mission de combat, mais plutôt une mission de renforcement des capacités en compagnie de militaires des États-Unis et d'autres alliés. Les soldats canadiens s'entraînent dans l'ouest de l'Ukraine, à environ 1 300 kilomètres des endroits où se trouvent les insurgés soutenus par les Russes.

In addition to providing military assistance in coordination with the US and other countries, **Canada's support includes investments in economic development, reinforcing democratic institutions, and humanitarian aid.**

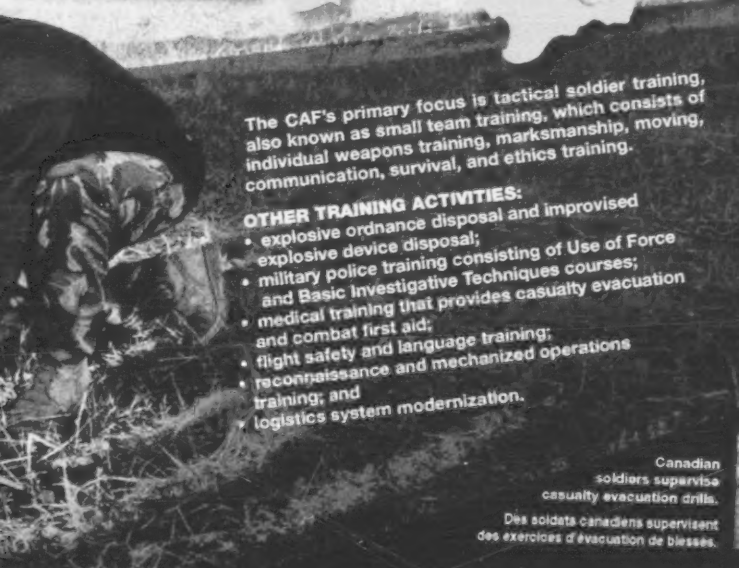
En plus d'apporter un soutien militaire de concert avec les États-Unis et d'autres pays, le **Canada vient en aide à l'Ukraine au moyen d'investissements dans son développement économique, dans le renforcement de ses institutions démocratiques et dans l'aide humanitaire.**

The CAF's primary focus is tactical soldier training, also known as small team training, which consists of individual weapons training, marksmanship, moving, communication, survival, and ethics training.

OTHER TRAINING ACTIVITIES:
- explosive ordnance disposal and improvised explosive device disposal;
- military police training consisting of Use of Force and Basic Investigative Techniques courses;
- medical training that provides casualty evacuation and combat first aid;
- flight safety and language training;
- reconnaissance and mechanized operations training; and
- logistics system modernization.

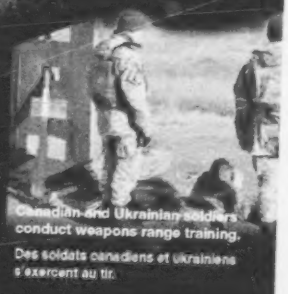
L'instruction des FAC est axée sur l'entraînement tactique du soldat. Celui-ci, fait en petites équipes, porte sur l'instruction au tir, sur l'adresse au tir, sur le déplacement, sur les communications, sur la survie et sur la formation en éthique.

L'INSTRUCTION PORTE AUSSI SUR :
- la neutralisation des explosifs, des engins explosifs improvisés et des munitions;
- les compétences des policiers militaires, à savoir le recours à la force et les techniques d'enquête de base;
- les compétences médicales, dont l'évacuation de blessés et les premiers soins en situation de combat;
- la sécurité des vols et la formation linguistique;
- la reconnaissance et les opérations mécanisées;
- la modernisation des systèmes de logistique.



Canadian soldiers supervise casualty evacuation drills.

Des soldats canadiens supervisent des exercices d'évacuation de blessés.



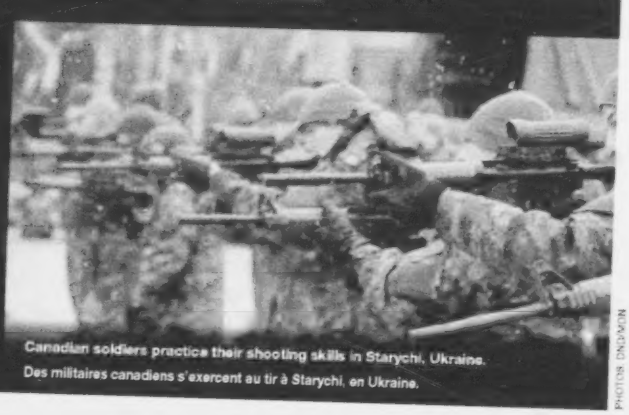
Canadian and Ukrainian soldiers conduct weapons range training.

Des soldats canadiens et ukrainiens s'exercent au tir.

pièces.

A Ukrainian soldier explains breaching techniques to Canadian and Ukrainian soldiers.

Un soldat ukrainien enseigne des techniques d'ouverture de brèches à des soldats canadiens et ukrainiens.



Canadian soldiers practice their shooting skills in Starychi, Ukraine.

Des militaires canadiens s'exercent au tir à Starychi, en Ukraine.

PHOTOS: DND/MDN